Army Benefits Center-Civilian

CSRS/FERS Briefing

Updated
12/14/05

ABC-C AUTOMATED SYSTEMS

EBIS – Web Based

Advantages:

- Customer-friendly
- Available almost 24 hours a day
- Secure site
- Ability to read at convenience
- Ability to print screens of information
- Can process benefits transaction without counselor assistance
- Ability to print pending benefit forms

Disadvantages:

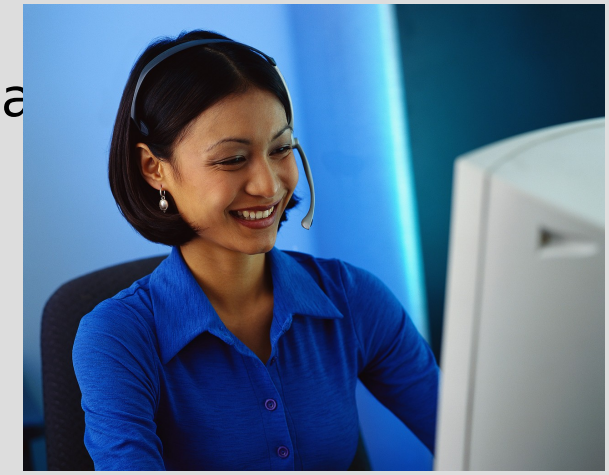
- No connection to a counselor
- Requires use of the Point of Entry (POE) security information
- Not everyone has access to a computer

ABC-C AUTOMATED SYSTEMS

IVRS - Telephone

Advantages:

- Can connect with a counselor if needed
- Available to those without computer access
- Requires use of SSN and PIN only
- Can process benefit transactions without counselor assistance
- Can receive FAX-Back copies of documents (e.g. FEHB enrollment form, Info Sheets, etc.)
- Counselors are available 12 hours a da
- Available almost 24 hours a day



Disadvantages:

- Must listen to scripts

Counselor Assisted Calls

Interactive Voice Response System (IVRS)
TELEPHONE **1-877-276-9287**

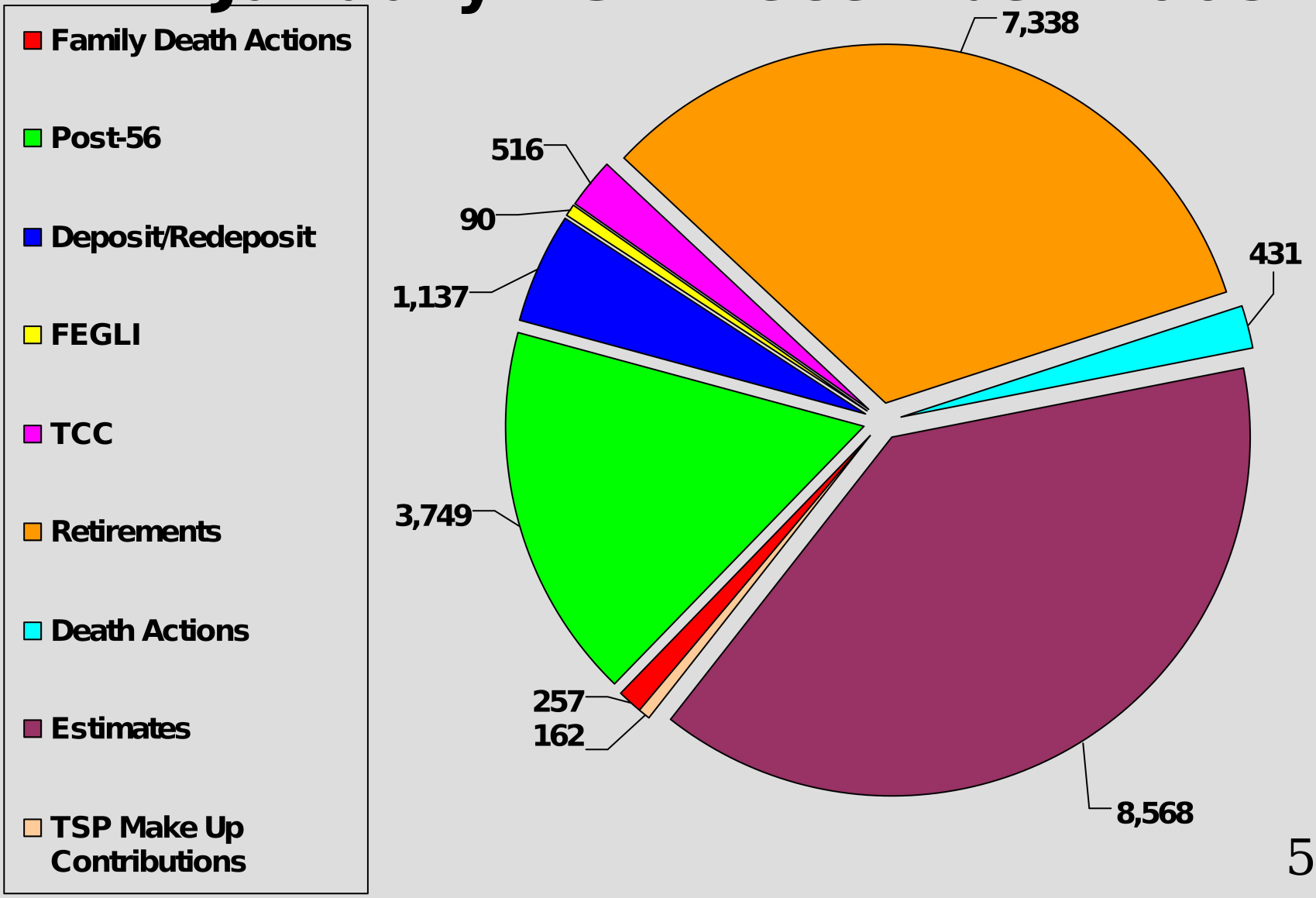
1 January – 31 December 2005

79,363 Total Calls
00:14 Average Answer Time
09:22 Average Call Length
02:42 Average Wrap-Up Time

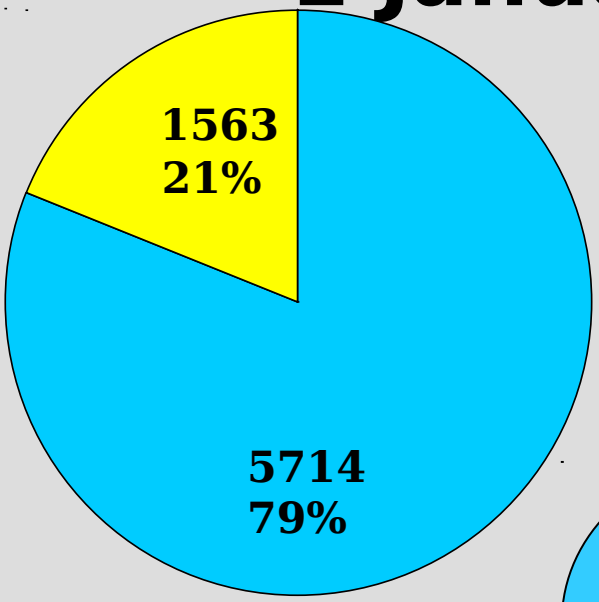
Peak Times are between 8:00 a.m. and 2:00 p.m.

ABC-C Benefit Counselors are available from 6:00 a.m. to 6:00 p.m. CST.

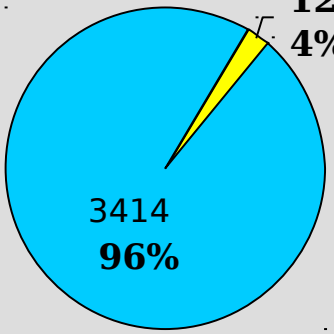
Production Summary
1 January – 31 December 2005



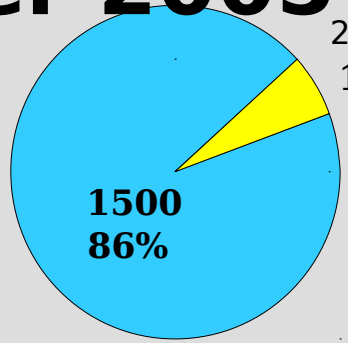
Non-Disability Retirements
Payroll Suspense
1 January – 31 December 2005



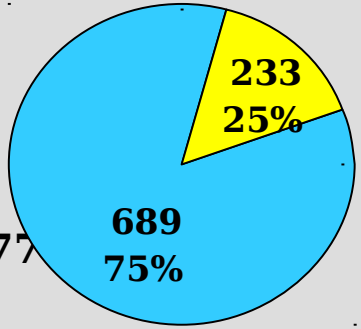
Total Received: 7277
Met
Did Not Meet



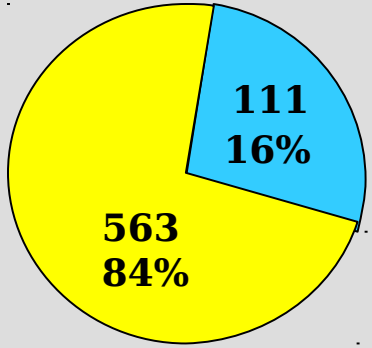
Ret. Rcvd More Than 60 Days: 3543



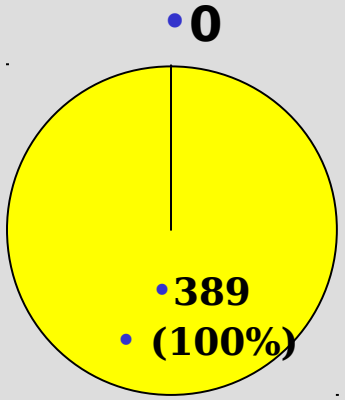
Ret. Rcvd 31-60 Days: 1749



Ret. Rcvd 16-30 Days: 922



Ret. Rcvd 1-15 Days: 674

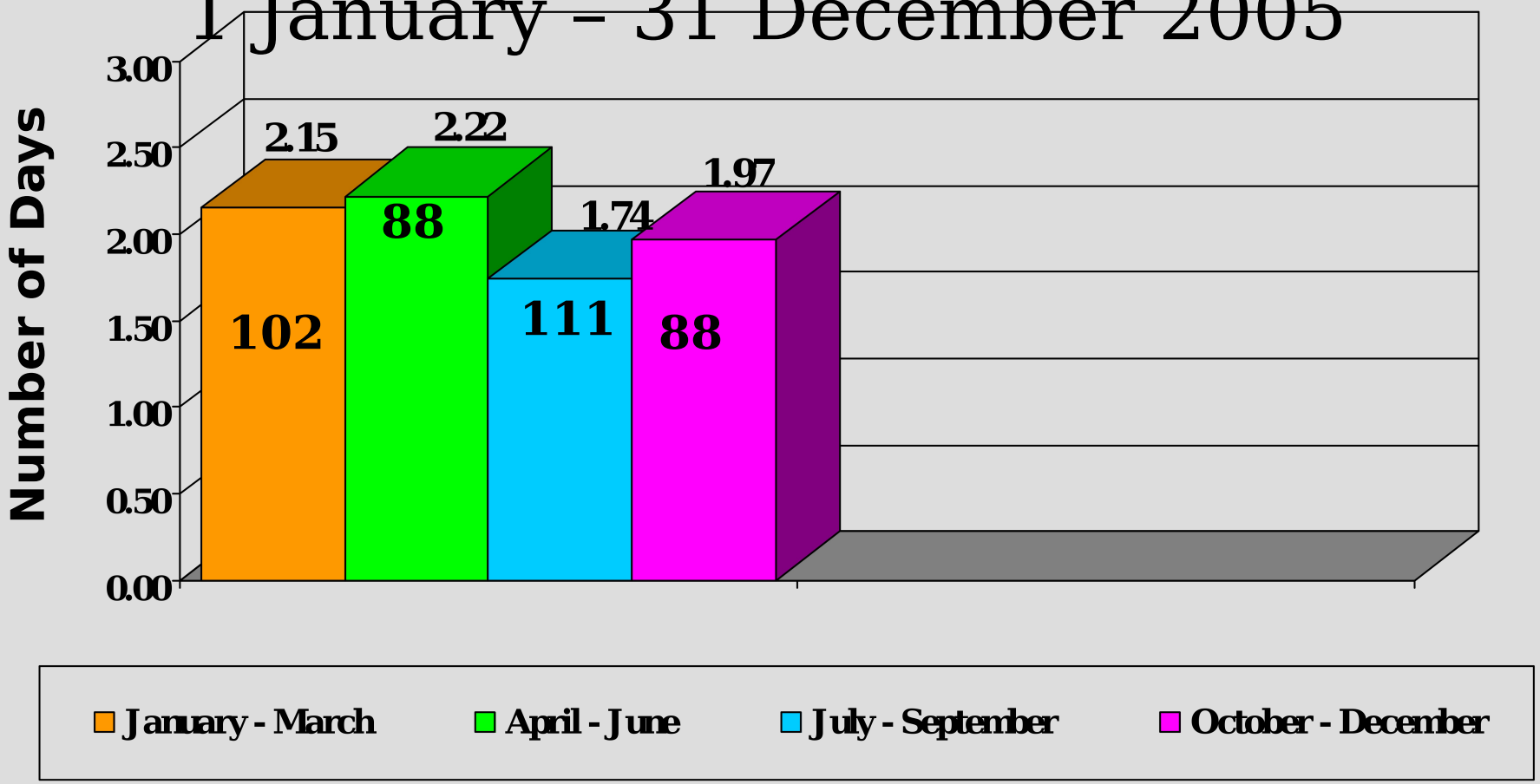


Ret. Rcvd On/After DOR: 3

Army Goal: Submit to DFAS NLT 5 working days prior to DOR.
ABC-C calculates timeliness from date complete retirement package is received to date package submitted to DFAS.
ABC-C tracks calendar days.

Death Claim Turnaround Time

1 January – 31 December 2005

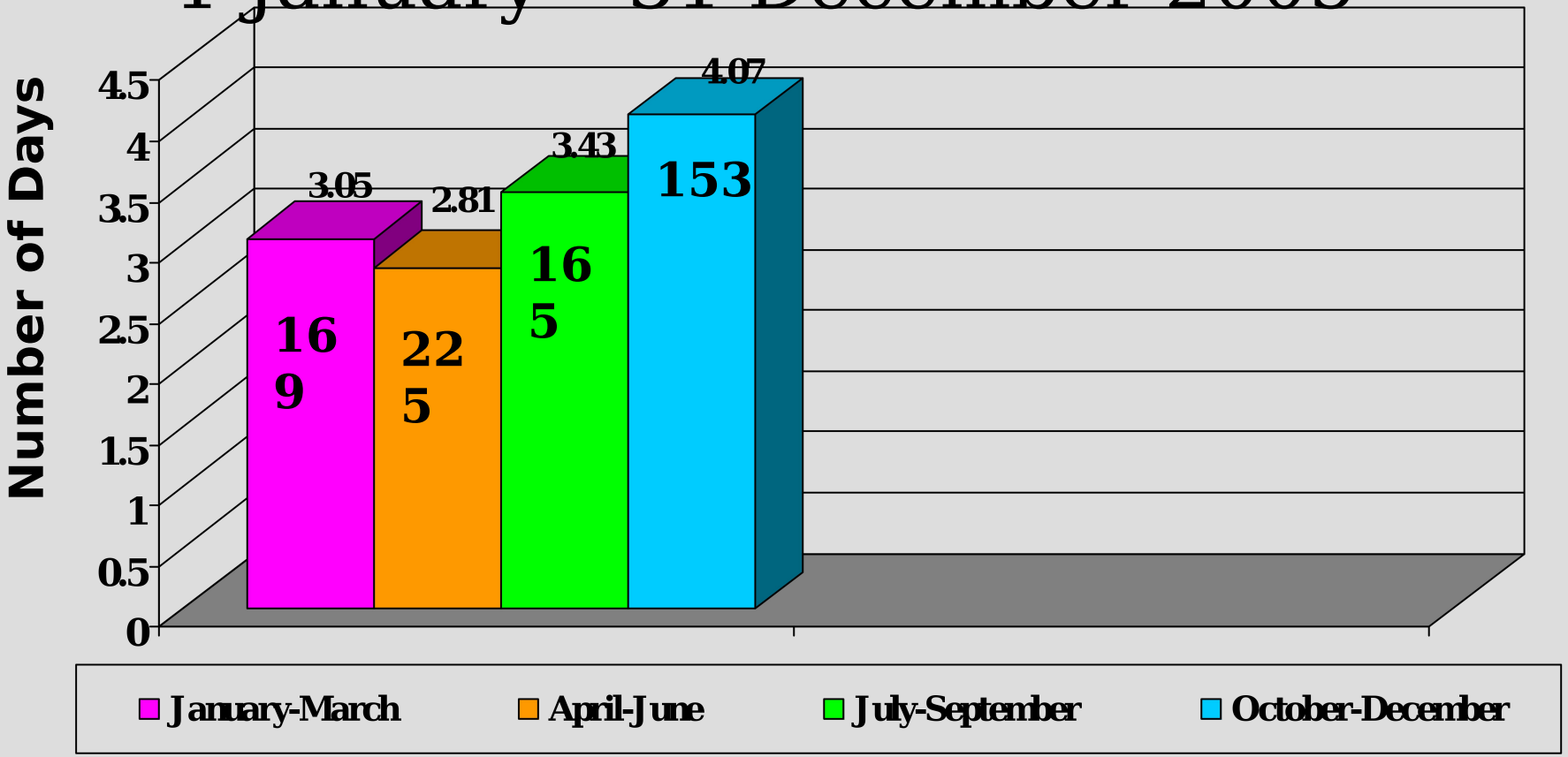


Army Goal: Death submitted to DFAS NLT 5 working days after date survivor signs and dates death benefits claims.

ABC-C tracks timeliness as date of OPF receipt to date Quick Pay is faxed to OPM for deaths processed under expedited procedures (or) date claim form is received from survivor to date claim form sent to DFAS for deaths processed under lump sum procedures. ABC-C tracks calendar days rather than working days.

Disability Claim Turnaround Time

1 January – 31 December 2005

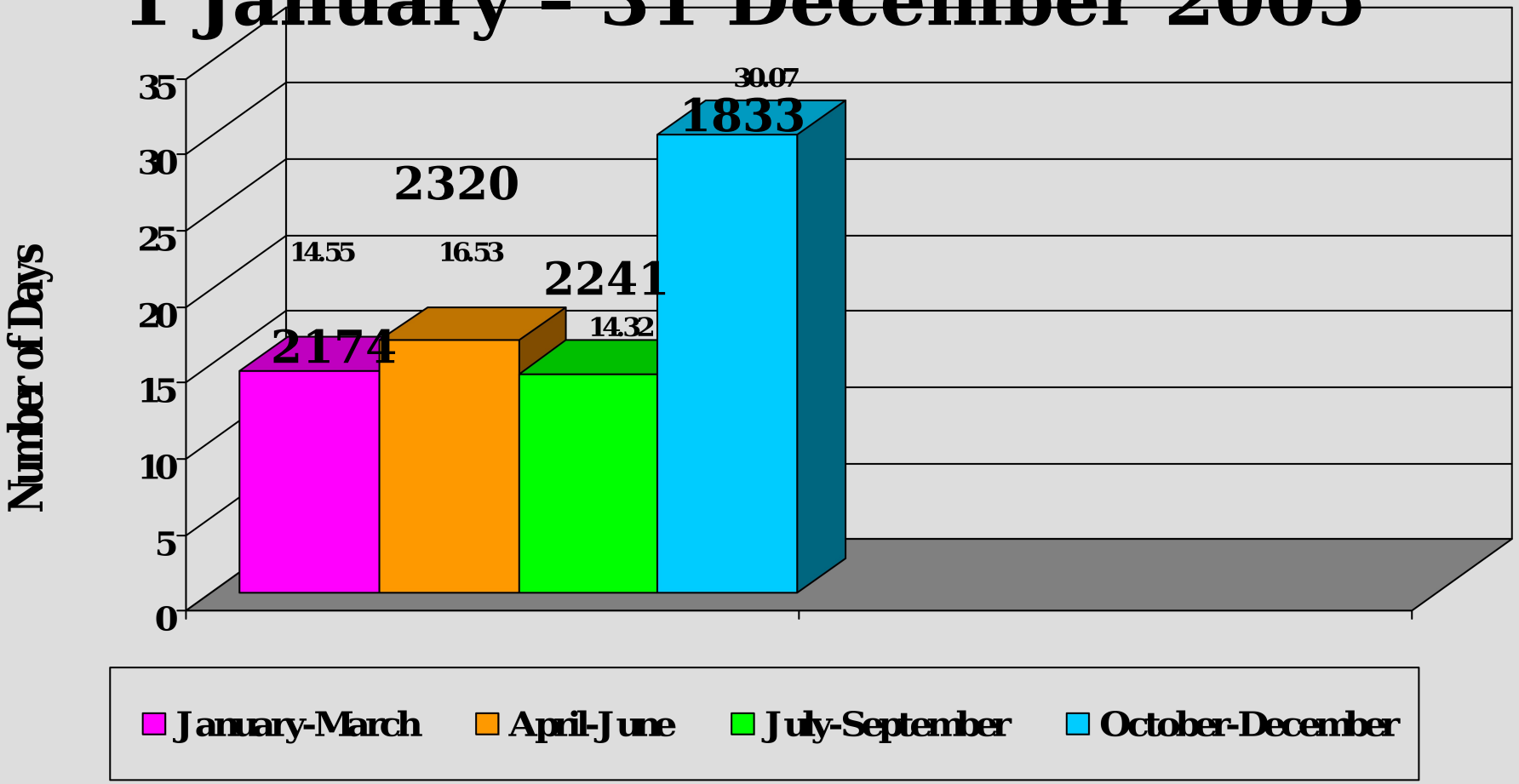


Army Goal: Submitted to DFAS NLT 5 working days following receipt of all documentation.

ABC-C tracks timeliness from date of receipt of OPF to date sent to payroll (or) date last item received in order to work the preliminary retirement package to date sent to payroll, whichever is later. ABC-C tracks calendar days rather than working days.

Retirement Estimate Turnaround Time

1 January – 31 December 2005



NOTE: These are requests for comprehensive retirement annuity printouts that aren't associated with an individual retirement package.

CHRA Goal: 14 days following receipt of estimate request

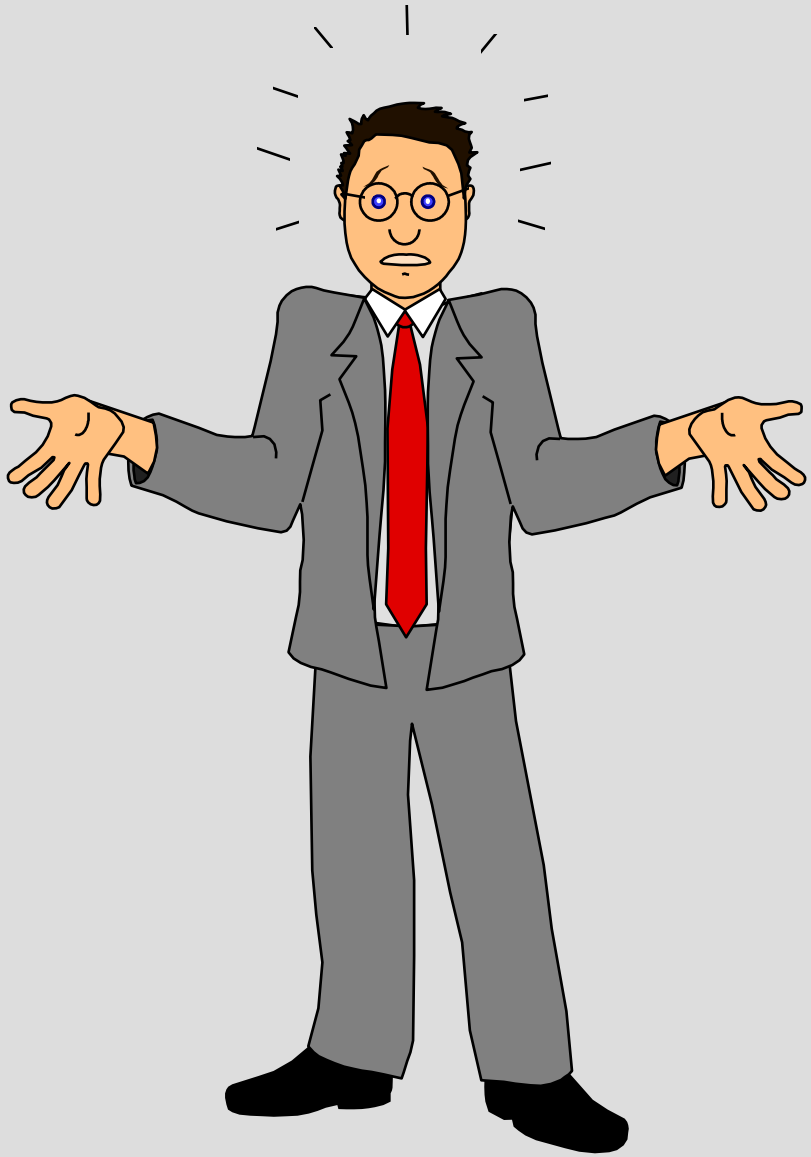
CONTINUING CHALLENGES

- Last minute VERA/VSIP approvals
- Late submission of retirement packages
  - Direct correlation between packages submitted less than 30 days of DOR and inability to meet timeliness goals
- Federal Erroneous Retirement Coverage Corrections Act (FERCCA)

SUCCESS STORIES

- Counselor Wait Time
- Site Assistance Visits
- Partnership with DFAS
- Video Tele-Training (VTTs)
- Employee Retirement Guide
- New Employee Flyer
- Access for Separated Employees

ANY QUESTIONS?



CSRS/FERS RETIREMENT OVERVIEW

ARMY

BENEFITS

CENTER —

CIVILIAN

INTRODUCTION

ABC-C MISSION: Provides a full range of Benefits & Entitlements services to all appropriated fund Army employees world-wide through a centralized automated center.

ABC-C SERVICES: Provides advisory services and processes transactions for:

Federal Employees Health Benefits (FEHB)

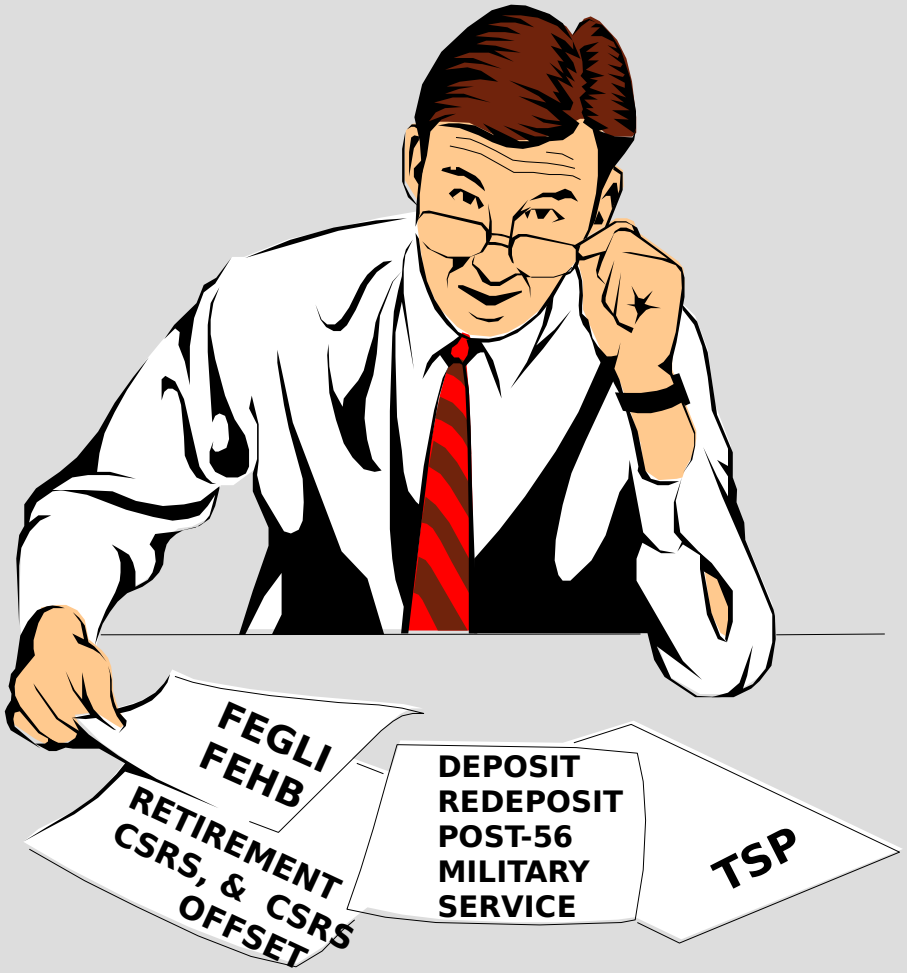
Federal Employees Group Life Insurance (FEGLI)

Thrift Savings Plan (TSP)

Retirement (FERS & CSRS)

Survivorship (Death Claim Processing)

RETIREMENT DECISIONS

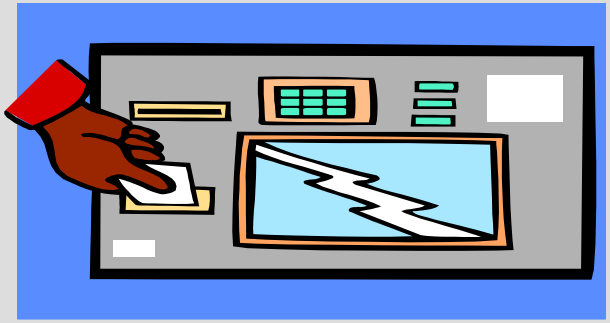


CIVILIAN DEPOSIT/ REDEPOSIT

CSRS/FERS

WHAT IS DEPOSIT SERVICE?

- Any period of creditable service during which retirement deductions are not taken
- Generally, non-career time such as temporary or indefinite service
- Also known as non-deduction service

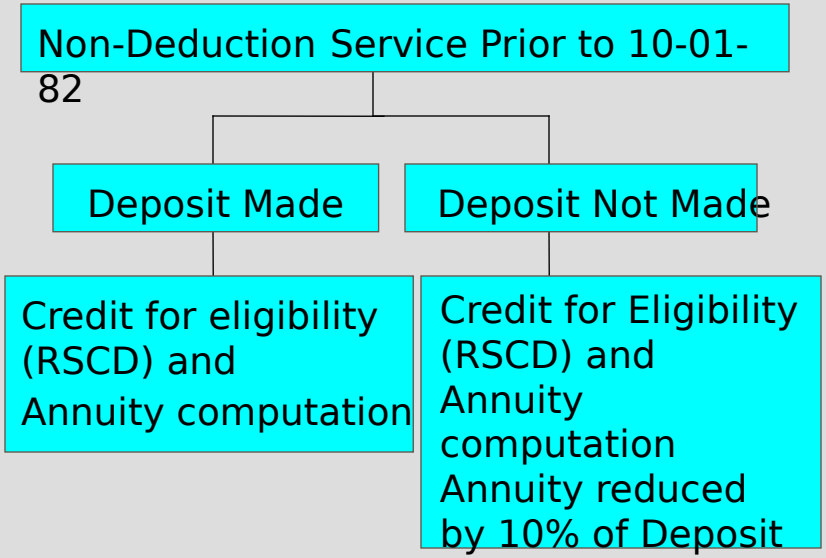


DEPOSIT SERVICE

- However, it can also be service that was not considered Federal employment at the time it was performed, but for which a subsequent change in law now allows credit for retirement annuity computation purposes.

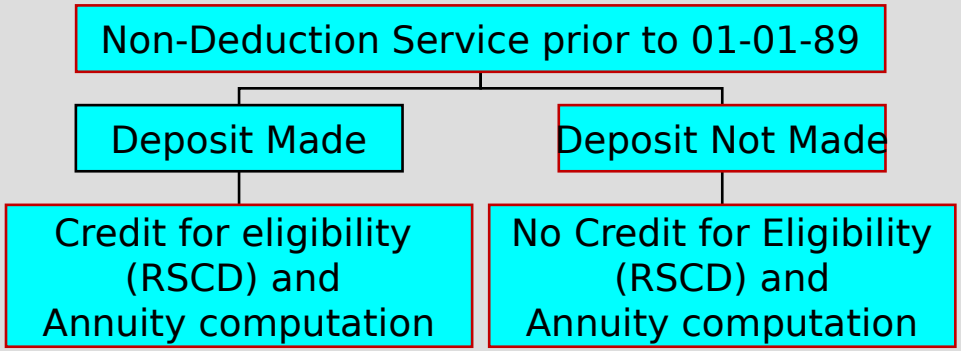
DEPOSIT SERVICE

DEPOSIT SERVICE (CSRS)


Non-Deduction Service Prior to 10-01-82
Deposit Made
Deposit Not Made
Credit for eligibility (RSCD) and Annuity computation
Credit for Eligibility (RSCD) and Annuity computation Annuity reduced by 10% of Deposit

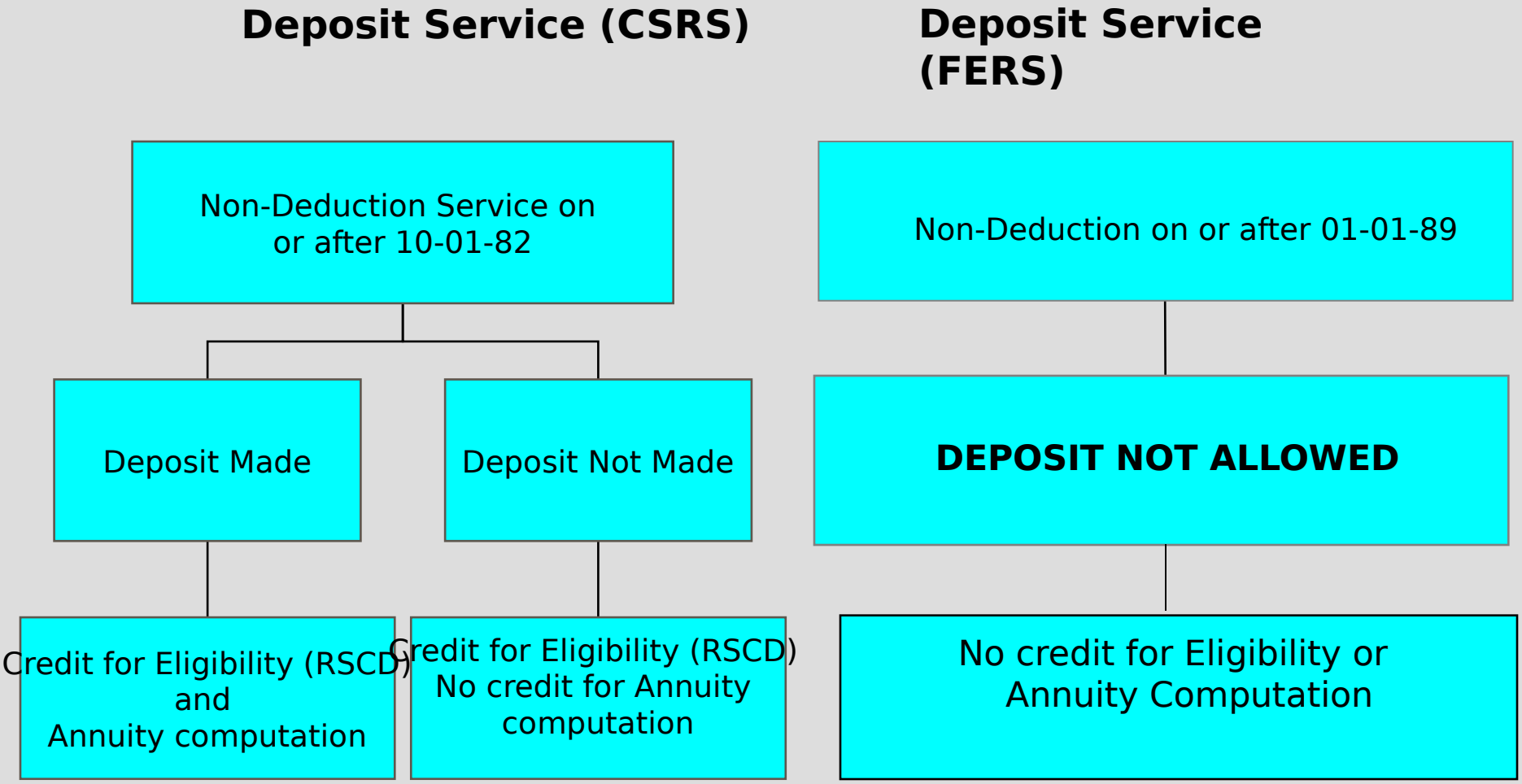
Amount of Deposit:
7% of base pay earned + interest
Interest will vary by the date service was performed

DEPOSIT SERVICE (FERS)


Non-Deduction Service prior to 01-01-89
Deposit Made
Deposit Not Made
Credit for eligibility (RSCD) and Annuity computation
No Credit for Eligibility (RSCD) and Annuity computation

FERS Amount of Deposit: 1.3% of basic pay earned + interest - FERS with CSRS component, CSRS rules apply - FERS with no CSRS component, FERS rules apply

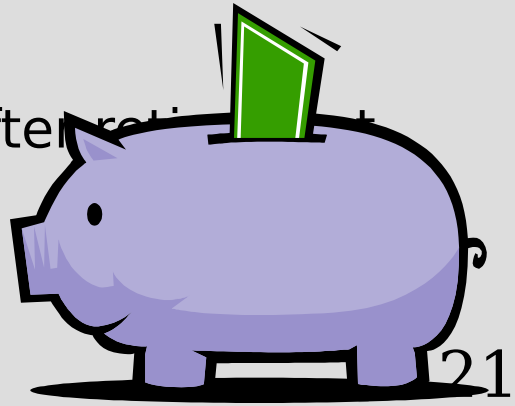
DEPOSIT SERVICE


Deposit Service (CSRS)
Deposit Service (FERS)
Non-Deduction Service on or after 10-01-82
Non-Deduction on or after 01-01-89
Deposit Made
Deposit Not Made
DEPOSIT NOT ALLOWED
Credit for Eligibility (RSCD) and Annuity computation
Credit for Eligibility (RSCD) No credit for Annuity computation
No credit for Eligibility or Annuity Computation

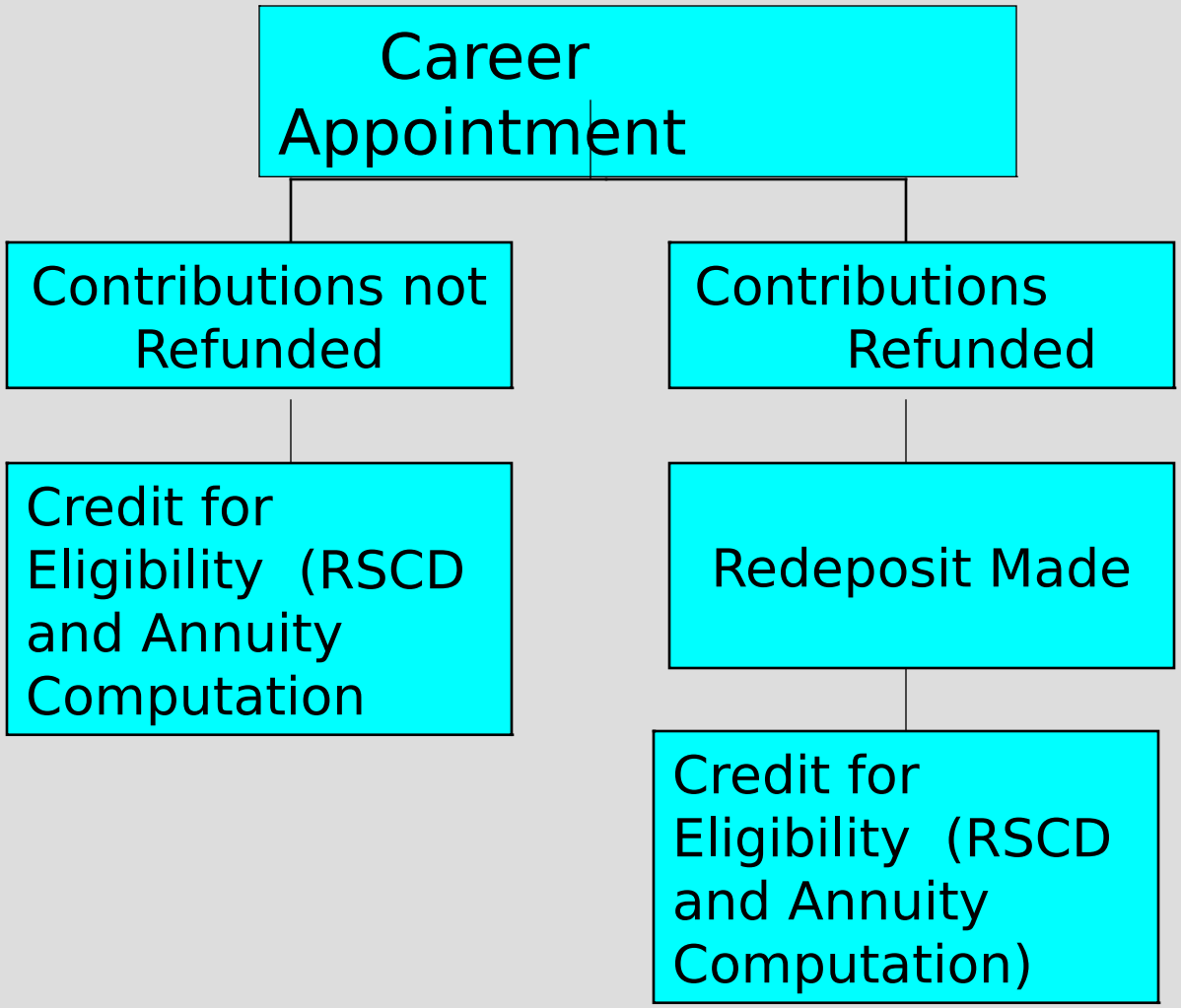
WHAT IS REDEPOSIT?

- A sum of money paid into the Fund by an employee or survivor to cover a period of service during which deductions were withheld but later refunded under CSRS provisions
- Redeposit = Amount of refund plus interest

Note: Redeposit may be made before or after retirement

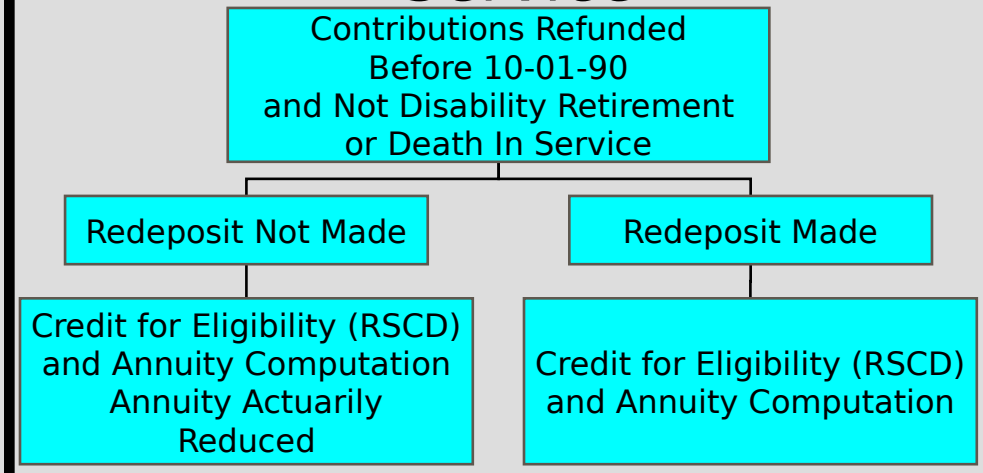


CSRS
REDEPOSIT SERVICE

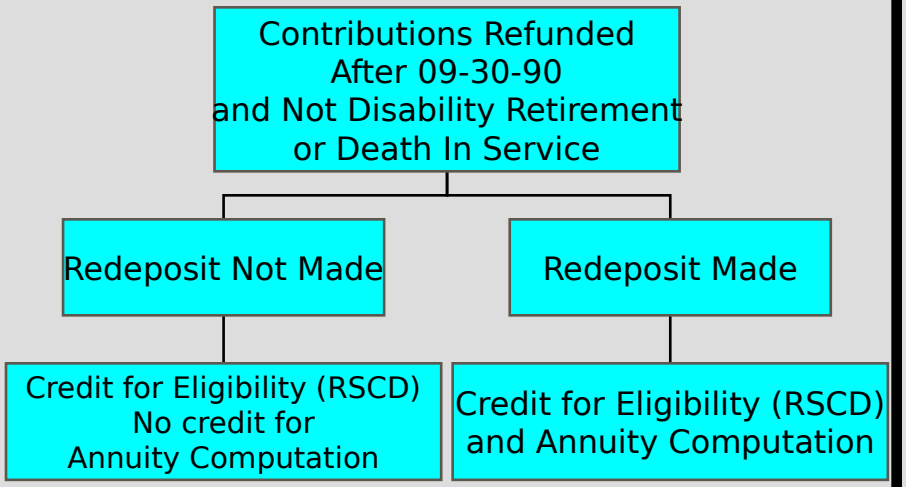


REDEPOSIT SERVICE

CSRS Redeposit Service



CSRS Redeposit Service



REFUNDED SERVICE

DEFINED AS: FERS Service for which retirement contributions were refunded to you.

NO FERS REDEPOSIT ALLOWED!

Note: FERS with CSRS component, CSRS rules apply

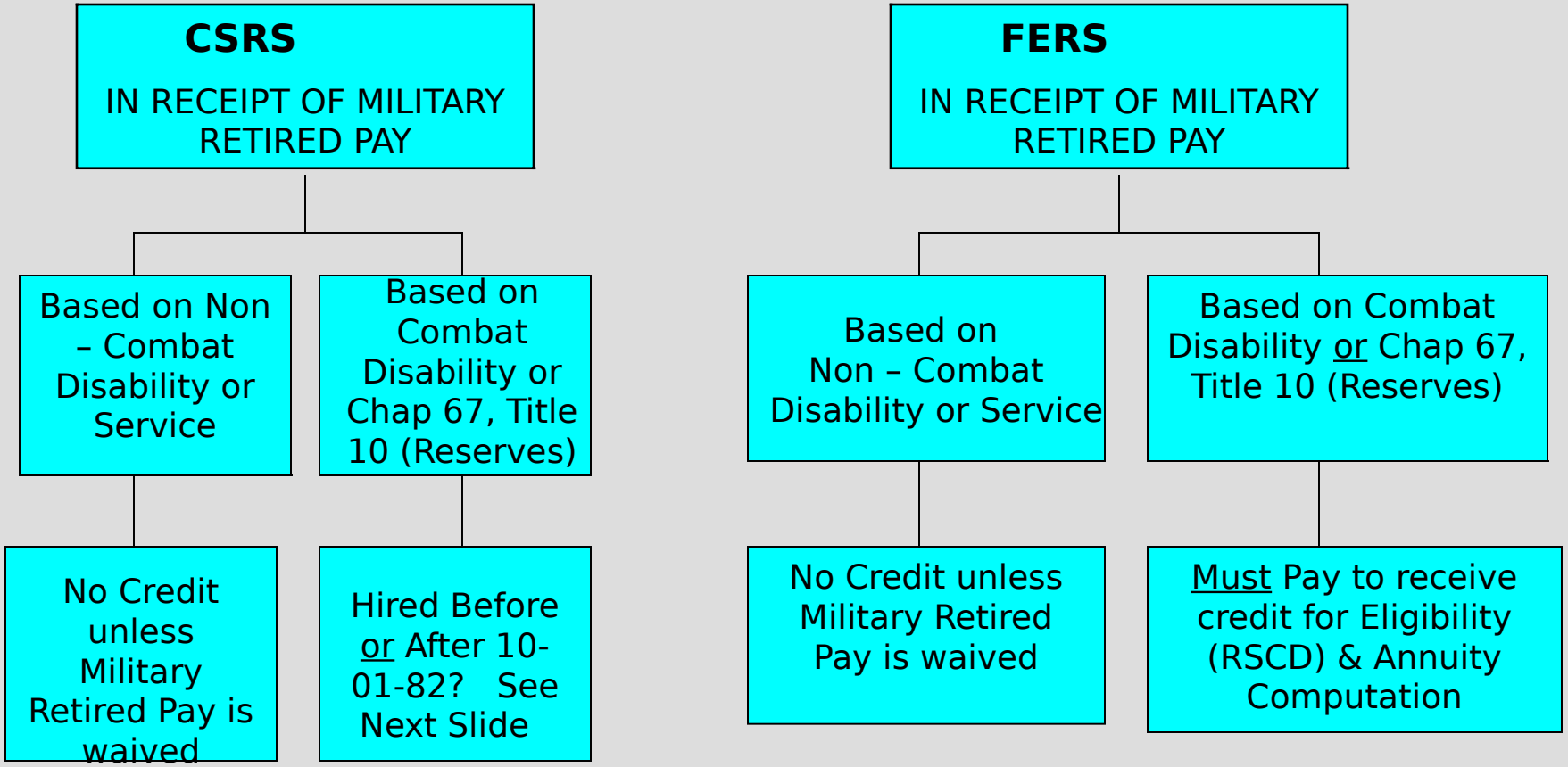
MILITARY DEPOSIT

CSRS/FERS

PRE 01-01-57 MILITARY SERVICE

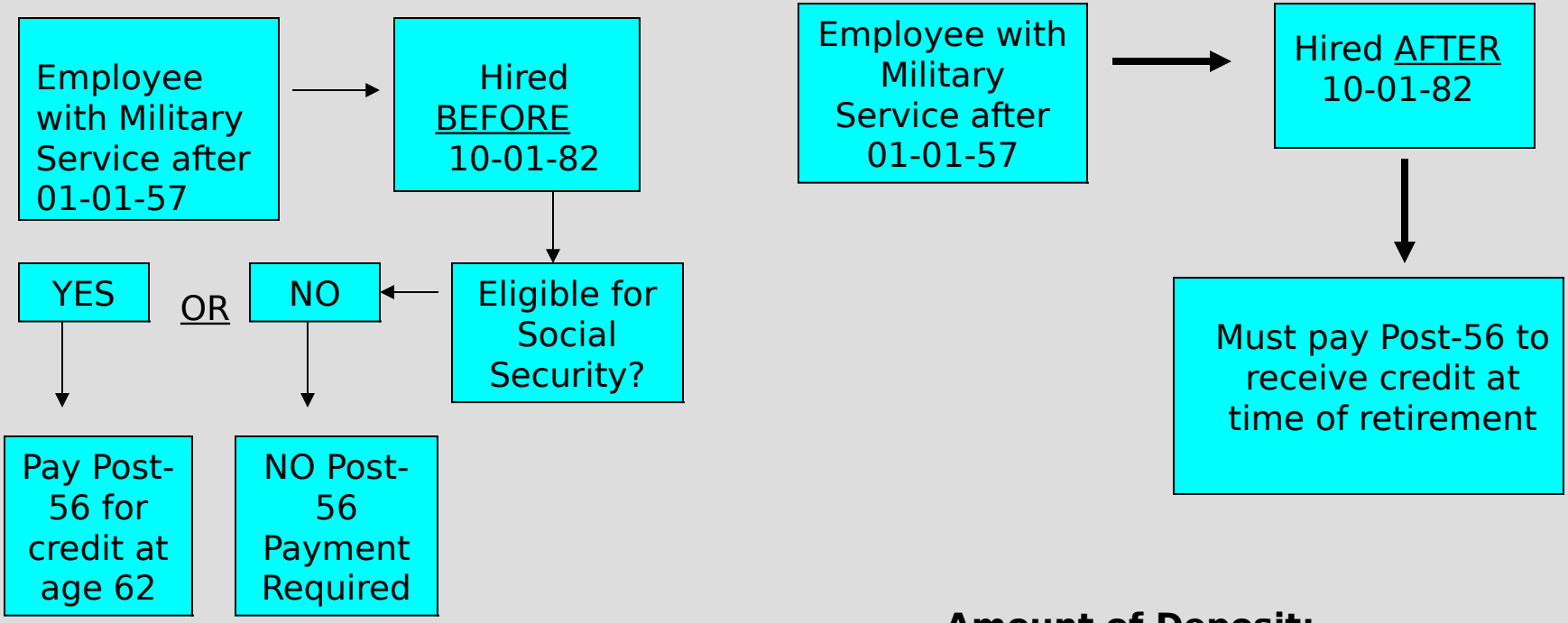
No deposit is required for creditable military service performed prior to 01-01-57

CIVILIAN SERVICE CREDIT FOR POST-56 MILITARY SERVICE


CSRS
IN RECEIPT OF MILITARY RETIRED PAY
Based on Non – Combat Disability or Service
Based on Combat Disability or Chap 67, Title 10 (Reserves)
No Credit unless Military Retired Pay is waived
Hired Before or After 10-01-82? See Next Slide
FERS
IN RECEIPT OF MILITARY RETIRED PAY
Based on Non – Combat Disability or Service
Based on Combat Disability or Chap 67, Title 10 (Reserves)
No Credit unless Military Retired Pay is waived
Must Pay to receive credit for Eligibility (RSCD) & Annuity Computation

CSRS

CIVILIAN SERVICE CREDIT FOR POST-56 MILITARY SERVICE


Employee with Military Service after 01-01-57
Hired BEFORE 10-01-82
Eligible for Social Security?
YES
OR
NO
Pay Post-56 for credit at age 62
NO Post-56 Payment Required
Employee with Military Service after 01-01-57
Hired AFTER 10-01-82
Must pay Post-56 to receive credit at time of retirement

Amount of Deposit:

7% of base pay earned + interest

(Interest will vary by the date service was performed)

FERS
POST-56 MILITARY SERVICE

Military Service on/after 01-01-57

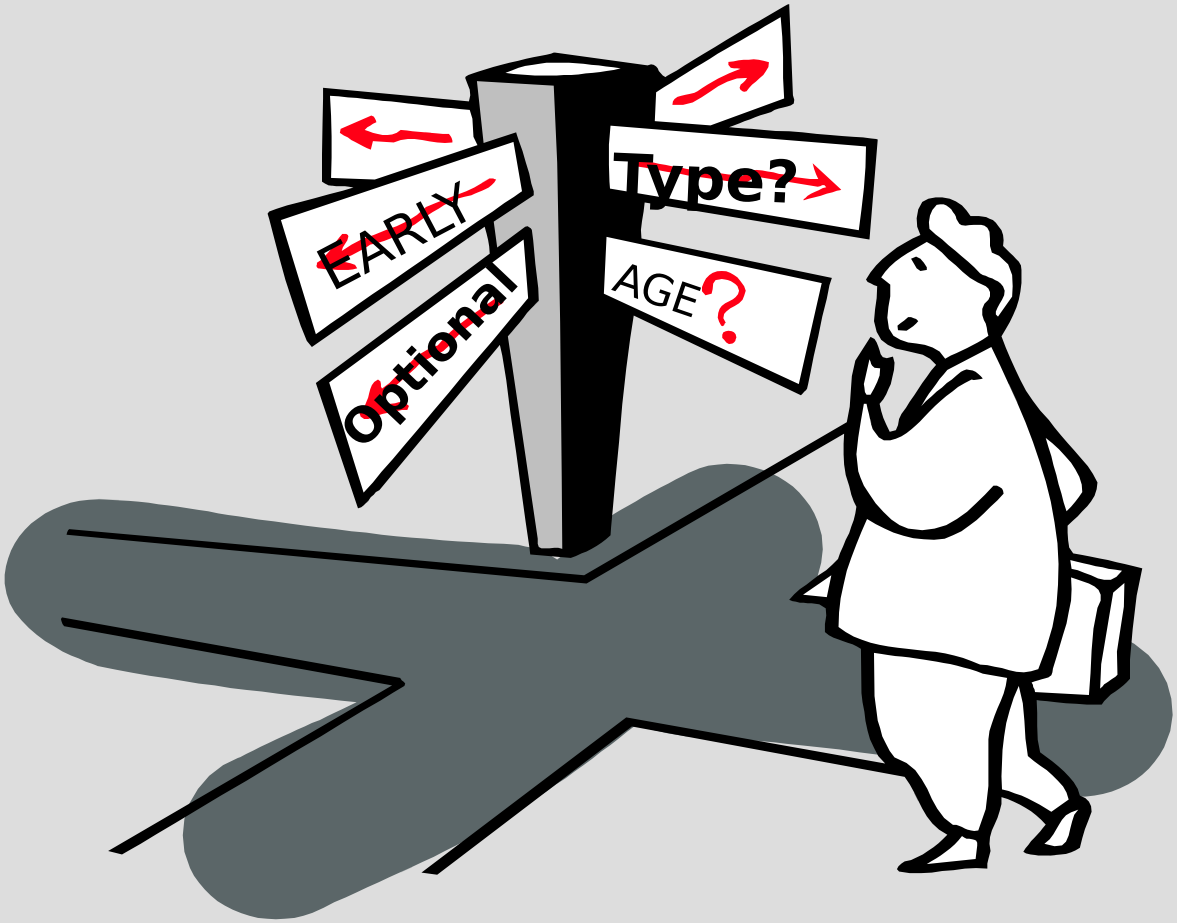
Must Pay to receive credit for Eligibility (RSCD) & Annuity Computation

Amount of Deposit:

3% of basic pay earned + interest

(Interest will vary by date service was performed)

RETIREMENT REQUIREMENTS



GENERAL ELIGIBILITY REQUIREMENTS

CSRS

- Have at least 5 years of civilian service with the Federal Government
- Have been employed under CSRS for at least 1 year out of the last 2 years preceding your final separation from Federal employment
- Must separate from a position subject to CSRS coverage

FERS

- Have at least 5 years of civilian service with the Federal Government
- Minimum Retirement Age (MRA)
- Must separate from a position subject to FERS coverage

OPTIONAL RETIREMENT

CSRS

Eligibility requirements for Voluntary Retirement:

- Age 55 with 30 years of service
- Age 60 with 20 years of service
- Age 62 with 5 years of service
  - Must have at least 5 years creditable civilian service
  - Military service or sick leave may not be used to reach the 5 year rule

FERS

Eligibility requirements for Voluntary Retirement:

- Minimum retirement age (MRA) w/30 years svc
- 60 years of age with 20 years service
- 62 years of age with 5 years service
- MRA with at least 10 years but not more than 30 years service:
  - 5% reduction for each year under age 62
  - Not entitled to Annuity Supplement

FERS
MRA + 10 CHART

IF YEAR OF BIRTH IS...	THE MINIMUM RETIREMENT AGE IS...
BEFORE 1948	55
1948	55 & 2 MONTHS
1949	55 & 4 MONTHS
1950	55 & 6 MONTHS
1951	55 & 8 MONTHS
1952	55 & 10 MONTHS
1953-1964	56
1965	56 & 2 MONTHS
1966	56 & 4 MONTHS
1967	56 & 6 MONTHS
1968	56 & 8 MONTHS
1969	56 & 10 MONTHS
1970 & AFTER	57

FERS
MINIMUM RETIREMENT AGE (MRA) + 10

✔ POSTPONING RETIREMENT BENEFITS

- Separating employees can reduce or eliminate the age reduction by postponing the commencing date of their MRA + 10 annuities

- Sick leave is creditable in the computation of the CSRS annuity component for postponed MRA + 10 retirement benefits

- FEHB and FEGLI coverage may be reinstated prospectively

DEFERRED RETIREMENT

CSRS

• A deferred annuity is payable at age 62 to an individual who separates from service and is not entitled to an immediate annuity

- At least five years of civilian service
- Must meet the one-out-of-two requirement at the date of separation from service
- Has not taken a refund of retirement deductions for the last period of service

FERS

• If you leave Federal service before meeting age and service requirements to retire:

- You may receive a deferred annuity at age 62 with at least 5 years of creditable service or at the minimum retirement age (MRA) with at least 10 years of creditable service (5% age reduction)

IF:

- You are not eligible for an immediate annuity within 1 month of separation; and
- You meet the minimum 5 years of creditable civilian service requirement at time of separation; and
- You do not take a refund of retirement deductions after separating from Federal service.

FEHB and FEGLI will not be reinstated at the time your annuity commences. Your application for retirement is sent directly to OPM.

VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA)

CSRS*

EMPLOYEE ELIGIBILITY REQUIREMENTS:

- Age 50 with 20 years of creditable service
- Any age with 25 years of creditable Service

EFFECT ON EMPLOYEE BENEFITS:

- 2% reduced annuity for each year under 55
    - Annuity starts day after retirement if retirement is effective within first three days of month
    - Annuity starts first day of following month if retirement is effective after third day of month

FERS*

EMPLOYEE ELIGIBILITY REQUIREMENTS:

- Age 50 with at least 20 or more years of service
- Any age with at least 25 years of service

EFFECT ON EMPLOYEE BENEFITS:

- No age reduction under FERS for early retirement
    - Unless employee has a CSRS component, CSRS portion of annuity will be reduced 2% each full year under age 55

NOTE: You will receive an Annuity Supplement if:

- you retire at or after your MRA
- if not, you will receive it once you reach your MRA

*Must have at least 5 years of creditable civilian service.

DISCONTINUED SERVICE RETIREMENT (DSR)

- Must be separated involuntarily *except* for cause on charges of misconduct or delinquency
- To qualify, you must receive a specific written notice of a proposed involuntary separation from your Agency
- OPM has final approval to determine if separation is involuntary for DSR

DISCONTINUED SERVICE RETIREMENT (DSR)

Examples of involuntary separations include:

- Job abolishment
- Reduction in Force (RIF)
- Transfer of function outside commuting area
- Liquidation of an office or an entire Agency

FERS
ANNUITY SUPPLEMENT

- An estimated amount of Social Security benefits earned during FERS service
- Benefit paid until age 62 to certain FERS employees who retire before age 62 and are entitled to an immediate annuity
- Eligibility:
  - Has at least 1 calendar year of FERS service and
  - Retires with an immediate annuity…
    - at or after MRA with 30 years
    - at age 60 with 20 years of service
    - at or after MRA under Early/DSR Retirement provisions (major RIF, reorganization)
    - under Special Provisions (i.e., FF, LEO, etc.)

- Individuals NOT Eligible for Annuity Supplement
  - Disability Retiree
  - MRA + 10 provision
  - Deferred Annuity
  - Retiring at age 62 or older
  - CSRS employees

- Duration of Retiree Annuity Supplement
  - Payable through the earlier of the following dates:
    - Last day of the month the retiree becomes age 62 or
    - Last day of the month before the first month retiree is entitled to Social Security benefits.

CSRS OFFSET

- You will receive a full CSRS annuity at retirement that is computed under the CSRS rules
- HOWEVER, your CSRS Offset annuity will be reduced when you become eligible to receive Social Security benefits
- CSRS Offset annuity is reduced by the portion of your total Social Security benefit that is payable based on Federal service performed after 1983
- If you never become eligible for Social Security benefits based on your own employment, there is no Offset

CSRS OFFSET

Example: Employee has 3 years and 8 months of Offset service

The CSRS Offset is determined by taking the lesser of the 2 below computations

Computation #1
Social Security monthly benefit with Federal Offset service…..$600
Social Security monthly benefit without Federal Offset service.$550
Difference..$50

Computation #2
Social Security amount with Federal earnings =
$600 X 4 years* = $2400 divided by 40 = $60

*Nearest whole year to 3 years 8 months

Result: The reduction in this case would be based on computation #1, or $50

CSRS/FERS
RETIREMENT SYSTEM

AGE	TOTAL SERVICE
Date of Retirement	Date of Retirement
- Date of Birth	- Retirement SCD
Age at Retirement	Length of Service

UNUSED SICK LEAVE

CSRS

1. Must retire on an immediate annuity

2. Added to length of service for computation purposes only

3. Additional time computed on the basis of a 2087 hour work year

4. May increase survivor annuity

FERS

1. For individual mandatorily covered by FERS:
-- No credit for any unused sick leave

2. For an employee who has transferred to FERS with a Civil Service component, the amount of sick leave credited is the <u>lesser of:</u>

--Sick leave balance on date of transfer to FERS

--OR--

--Sick leave balance on date of retirement

Chart 2. -- Sick Leave Chart 2087 Hours

Chart for Converting Hours of Unused Sick Leave to Months and Days (See section 50A2.1-3G).

DAYS	1 Day	1 Month	2 Months	3 Months	4 Months	5 Months	6 Months	7 Months	8 Months	9 Months	10 Months	11 Months
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	701	875	1049	1223	1397	1571	1745	1919
2	12	186	359	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1930
4	23	197	371	545	719	893	1067	1241	1415	1588	1762	1936
5	29	203	377	551	725	899	1072	1246	1420	1594	1768	1942
6	35	209	383	557	730	904	1078	1252	1426	1600	1774	1948
7	41	214	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1959
9	52	226	400	574	748	922	1096	1270	1444	1617	1791	1965
10	58	232	406	580	754	928	1101	1275	1449	1623	1797	1971
11	64	238	412	586	759	933	1107	1281	1455	1629	1803	1977
12	70	243	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1988
14	81	255	429	603	777	951	1125	1299	1472	1646	1820	1994
15	87	261	435	609	783	957	1130	1304	1478	1652	1826	2000
16	93	267	441	615	788	962	1136	1310	1484	1658	1832	2006
17	99	272	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2017
19	110	284	458	632	806	980	1154	1328	1501	1675	1849	2023
20	116	290	464	638	812	986	1159	1333	1507	1681	1855	2029
21	122	296	470	643	817	991	1165	1339	1513	1687	1861	2035
22	128	301	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2046
24	139	313	487	661	835	1009	1183	1357	1530	1704	1878	2052
25	146	319	493	667	841	1015	1188	1362	1536	1710	1884	2058
26	151	325	499	672	846	1020	1194	1368	1542	1716	1890	2064
27	157	330	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1901	2075
29	168	342	516	690	864	1038	1212	1386	1559	1733	1907	2081

Example: Computing Total Service with Unused Sick Leave

AGE	**TOTAL SERVICE**
2003-03-31	2003-03-31 (DOR)
- (1939-12-05 (DOB)	- 1978-03-12 (Ret-SCD)
63-03-26	25-00-19
Unused Sick Leave	
1136 hours =	+ 00-06-16
63 years	25-06-35 = 25YR 07MO 05DA

ANNUITY COMPUTATION

CSRS FORMULA

1.5% X High-3 avg salary X first 5 years of service

plus

1.75% X High-3 avg salary X next 5 years of service

plus

2.0% X High-3 avg salary X all years and months of service over 10 years (includes unused sick leave)

- Best date to retire for annuity purposes is either the last day of

FERS FORMULA

High-3 avg salary X 1.0% X yrs and mths of service

High-3 avg salary X 1.1% X yrs and mths of service if employees are age 62 with 20+ yrs svc

- Best date to retire for annuity purposes is the last day of the month.

CSRS

REDUCTIONS

- Age Reduction (VERA/DSR)
- Deposit/Redeposit Service
- Election of Survivor Benefits
- Post-56 Military Service
  - Applies to CSRS Employee hired before 10-01-82 known as “Catch 62” if eligible for Social Security

DEDUCTIONS

- Health Benefits
- Life Insurance
- Federal Income Taxes
- State Tax (If applicable)

FERS

REDUCTIONS

- Age Reduction (MRA+10)
- CSRS Component (VERA/DSR)
- Deposit Service
- Election of Survivor Benefits
- Redeposit Service for CSRS component

DEDUCTIONS

- Health Benefits
- Life Insurance
- Federal Income Taxes
- State Tax (If applicable)

SURVIVOR BENEFITS

Types of Survivor Elections:

CSRS

- Self only annuity (No survivor benefit)
- Current Spouse Survivor Annuity
  - Full (55% of your annuity)
  - Partial (55% of a $ amount)
- Former Spouse Survivor Annuity
  - Full (55% of your annuity)
  - Partial (55% of a $ amount)
- Combination of Current/Former Spouse Survivor Annuity
- Insurable Interest Survivor Annuity

FERS

- Self only annuity (No survivor benefit)
- Current Spouse Survivor Annuity
  - Full (50% of your annuity)
  - Partial (25% of your annuity)
- Former Spouse Survivor Annuity
  - Full (50% of your annuity)
  - Partial (25% of your annuity)
- Combination of Current/Former Spouse Survivor Annuity
- Insurable Interest Survivor Annuity

CSRS SURVIVOR BENEFIT COST & REDUCTION

Cost = 2.5% of base annuity up to $3,600
plus

10% of base annuity over $3,600

Example: $22,500 base annuity (Max elected)
$3,600 x 2.5% = $ 90
$18,900 x 10% = + $1,890
Reduction/Cost = $1,980 yearly

Survivor will receive 55% of base annuity = $12,375 yearly

Example: $22,500 base annuity ($3,600 elected)
$3,600 x 2.5% = $90.00
Reduction/Cost = $90.00 yearly

Survivor will receive 55% of $3,600 annuity = $1,980 yearly

FERS SURVIVOR BENEFIT COST & REDUCTION

- Full/Max (50%) = 10% of annuity
- Partial (25%) = 5% of annuity

Example: Maximum (50%) elected
Basic Annuity = $12,000
$12,000 x 10% = - 1,200
yearly cost After Reduction =
$10,800 yearly annuity

Survivor will receive 50% of annuity = $6,000

Example: Partial (25%) elected
Basic Annuity = $12,000
$12,000 x 05% = - 600
yearly cost After Reduction =
$11,400 yearly annuity

Survivor will receive 25% of annuity = $3,000

DISABILITY RETIREMENT

CSRS

- Definition of disability - unable to render useful & efficient service because of disease or injury
- Must be in a position covered by CSRS
- Minimum of 5 years creditable civilian service
- Disability annuity **IS** subject to Federal tax

FERS

- Definition of disability - unable to render useful & efficient service because of disease or injury
- Must be in a position covered by FERS
- Minimum of 18 months creditable civilian service
- Disability annuity **IS** subject to Federal tax

DISABILITY RETIREMENT

CSRS

- Submit all forms for regular retirement **PLUS:**
  - SF 3112A - Applicant's Statement of Disability
  - SF 3112B - Supervisor's Statement
  - SF 3112C - Physician's Statement
  - SF 3112D - Agency Certification of Reassignment and Accommodation Efforts

FERS

- Not eligible for FERS supplemental annuity
- Required to apply for Social Security benefits
- Submit all forms for regular retirement **PLUS:**
  - SF 3112A - Applicant's Statement of Disability
  - SF 3112B - Supervisor's Statement
  - SF 3112C - Physician's Statement
  - SF 3112D - Agency Certification of Reassignment and Accommodation Efforts

DEATH-IN-SERVICE
CSRS/FERS

- If you die while still an active employee, your survivor **MAY** be entitled to death benefits
- In the event of your death, your survivor needs to contact the local Civilian Personnel Advisory Center (CPAC)
- CPAC will contact the ABC-C
- An ABC-C counselor will contact the survivor within 24 hours

NON-APPROPRIATED FUND (NAF) RETIREMENT PROCESSING

- NAF Retirement System – Contact NAF office
- Appropriated Fund Retirement Plan – Contact the ABC-C

PERSONNEL PROFESSIONALS IN PARTNERSHIP

FEHB & RETIREMENT

Self Only

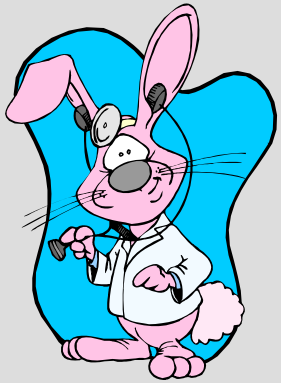
Self & Family

Additional Information:
www.opm.gov/insure/health
OPM Tel: 1-888-767-6738

FEHB & RETIREMENT

Continuation into Retirement:

- Retire on an immediate annuity
- Insured on date of retirement
- Covered for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll
- Coverage as a family member under FEHB or CHAMPUS/TRICARE counts towards 5 year requirement, however, employee must be enrolled in FEHB prior to retirement.



FEHB & RETIREMENT

Continuation into Retirement

Requirements for automatic waiver during Agency Buyout Period

- Enrolled continuously since December 30, 2003 **or** the beginning date of an agency's latest statutory buyout authority.
- Employee(s) must:
  - Retire during the agency's statutory buyout period; **and**
  - Receive a buyout under the agency's statutory buyout period; **or**
  - Take Early Optional Retirement as a result of above; **or**
- Take a Discontinued Service Retirement (DSR) based on an involuntary separation due to RIF, directed reassignment, reclassification to a lower grade, or abolishment of position.

FEHB & RETIREMENT

- Cost of FEHB is the same for retirees and active employees except that premiums are paid on a monthly basis vs. bi-weekly
- Same Open Season and qualifying life event opportunities as active employees
- Same FEHB plans available to retirees as active employees
- Once you cancel FEHB coverage in retirement, you can never re-enroll
- At age 65, you must enroll in Medicare and it becomes your primary and your FEHB plan becomes your secondary provider

FEHB & RETIREMENT

- Retirees can suspend FEHB for TRICARE or Medicare and return to FEHB coverage during Open Season or immediately upon involuntarily losing non-FEHB coverage
- Retirees do not participate in Premium Conversion
- Your spouse is eligible to continue FEHB coverage after your death only if you have Self and Family coverage and you elect to provide a survivor benefit at retirement

FEGLI & RETIREMENT

Additional Information:
www.opm.gov/insure/life OPM Tel: 1-888-767-6738

FEGLI & RETIREMENT Continuation into Retirement

- Retires on an immediate annuity
- Insured on date of retirement
- Insured for the 5 years of service prior to retirement OR since your FIRST opportunity to enroll
  - –Election Form: SF2818 - Continuation of Life Insurance Cover

FEGLI & RETIREMENT

BASIC LIFE OPTIONS:

Basic Insurance Amount (BIA) is based on your final annual salary rounded up, plus $2,000. Ex: $36,400 = $37,000 + $2,000 = Amt of Basic Ins $39,000

Options	Before age 65	After age 65
1. 75% reduction	BIA x .3250 (per $1,000) ex: $12.68 per month	NO COST *Coverage reduces 2% per mth for 37.5 mths until it reaches a final value of $9,750*
2. 50% reduction	BIA x .9250 (per $1,000) ex: $36.08 per month	BIA x .6000 (per $1,000) ex: $23.40 per month *Coverage reduces 1% per mth for 50 mths until it reaches a final value of $19,500*
3. NO reduction	BIA x 2.1550 (per $1,000) ex: $84.05 per month	BIA x 1.8300 (per $1,000) ex: $71.37 per month

FEGLI & RETIREMENT

OPTION A - STANDARD COVERAGE:

OPTION A - Standard = $10,000

Age Group	Monthly Cost
Under 35	$0.65
35 thru 39	$0.87
40 thru 44	$1.30
45 thru 49	$1.95
50 thru 54	$3.03
55 thru 59	$5.85
60 thru 64	$13.00
65 & above	NO COST

At Age 65 coverage reduces by 2% per mth for 37.5 mths until it reaches $2,500

FEGLI & RETIREMENT

OPTION B - ADDITIONAL COVERAGE (1 - 5 MULTIPLES OF PAY):

OPTION B - Ex: Annual Salary $36,400 1x Multiple elected = $37,000

Age Group	Mthly Cost $10,000	Mthly Cost
Under 35	$0.065	$2.41
35 thru 39	$0.087	$3.22
40 thru 44	$0.130	$4.81
45 thru 49	$0.195	$7.22
50 thru 54	$0.303	$11.21
55 thru 59	$0.607	$22.46
60 thru 64	$1.300	$48.10
65 thru 69	$1.560	$57.72
70 thru 74	$2.600	$96.20
75 thru 79	$3.900	$144.30
80 & above	$5.200	$192.40

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage ends

NO Reduction: Coverage and premium continues

FEGLI & RETIREMENT

OPTION C - FAMILY COVERAGE

(1 - 5 MULTIPLES OF PAY):

OPTION C - Spouse = $5,000 (1x Multiple) / Each Child = $2,500 (1x Multiple)

Age Group	Mthly Cost per Multiple	Mthly Cost (1x)
Under 35	$0.59	$0.59
35 thru 39	$0.74	$0.74
40 thru 44	$1.00	$1.00
45 thru 49	$1.30	$1.30
50 thru 54	$1.95	$1.95
55 thru 59	$3.14	$3.14
60 thru 64	$5.63	$5.63
65 thru 69	$6.50	$6.50
70 thru 74	$7.37	$7.37
75 thru 79	$9.75	$9.75
80 & above	$13.00	$13.00

FULL Reduction: At age 65, no cost & coverage reduces by 2% per month for 50 months at which time coverage will end

NO Reduction: Coverage and premium will continue

TSP & RETIREMENT

TSP Service Office
National Finance Center
P.O. Box 61500
New Orleans, LA
70161-1500

Automated (Toll Free):

1-877-968-3778

Monday through Friday

7:00 a.m. – 9:00 p.m. ET

www.tsp.gov

TSP & RETIREMENT

OPTIONS

- Automatic cashout (accounts less than $2[illegible],
- Leaving money in the TSP
- Partial Withdrawal of at least $1,000 (one time in career)
- Full Withdrawal
  - Single payment
  - Monthly payments
  - Life annuity
- Mixed Withdrawal

HOW TO APPLY:

TSP-70 FORM – Withdrawal Request

TSP CATCH-UP CONTRIBUTIONS

- Open to TSP participants age 50 or older.
- Not eligible for Agency automatic 1% matching contribution on catch-up contributions
- Must be contributing the maximum IRS limit of $15,000
- First opportunity to elect for 2006 is 11 December 05
- Limited to $5,000 for year 2006
- Must make new election each year

Elections made via:
EBIS at https://www.abc.army.mil
IVRS at 1-877-276-9287

LONG TERM CARE INSURANCE (LTC)

Offered by:
John Hancock
MetLife

Want to talk with a Certified Long Term Care Insurance Consultant?

Tel: 1-800-LTC-FEDS (1-800-582-3337)
TTY: 1-800-843-3557
Mon - Fri 8 a.m. - 8 p.m. EST
Sat 9 a.m. - 5 p.m. EST
Closed Sun and Federal holidays.
http://www.ltcfeds.com

Flexible Spending Accounts (FSA)

To receive more information regarding FSAs, please contact a SHPS counselor.

Email: FSAFEDS@shps.net

Telephone: 1-877-FSAFEDS (372-3337)

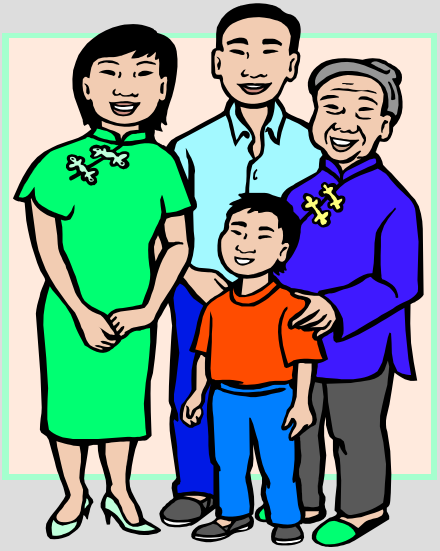
TTY: 1-800-952-0450

- Mon-Fri 9am-9pm Eastern Time
- Closed Weekends and Holidays
- http://www.fsafeds.com

DESIGNATION OF BENEFICIARY

Beneficiary Forms

- SF 1152 (Unpaid Comp)
- SF 2823 (FEGLI)
- SF 3102 (FERS)
- SF 2808 (CSRS)
- TSP 3 (TSP)



Order of Precedence:

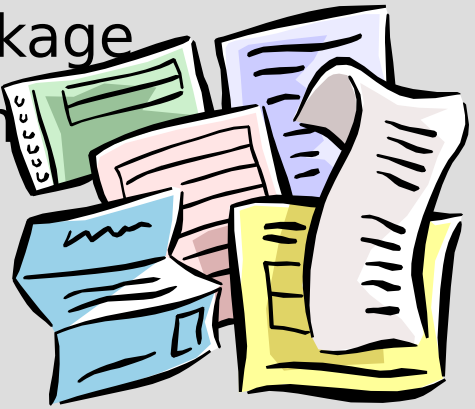
- Court Order
- Designation of Beneficiary
- Widow or Widower
- Children (and/or descendants of deceased children)
- Parents
- Executor or administrator of estat
- Next of kin

ABC RETIREMENT PROCEDURES & PROCESS

- 180 days prior to retirement:
  - Contact the ABC-C for retirement estimate & information
- 120-180 days prior to retirement:
  - Download forms from ABC-C website, or contact ABC-C for forms
  - Call ABC-C with questions on retirement estimate
  - Call ABC-C for help with the retirement forms
- 90-120 days prior to retirement:
  - Mail retirement forms to ABC-C

ABC RETIREMENT PROCEDURES & PROCESS

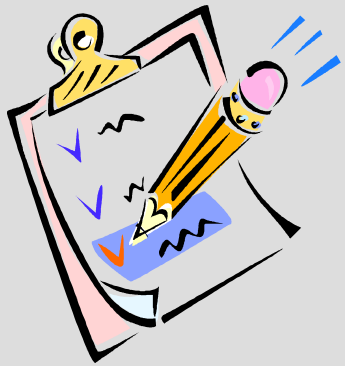
- ABC-C receives your retirement package:
  - Sends letter acknowledging receipt
  - Does quick review of retirement package
  - Sends letter requesting missing forms
  - Requests OPF



- 30-60 days prior to retirement:
  - Retirement package assigned to counselor

ABC RETIREMENT PROCEDURES & PROCESS

- ABC-C retirement counselor:
  - Reviews OPF for service history
  - Thoroughly reviews retirement package for missing, incomplete, incorrect forms
  - Contacts you about missing forms
  - Contacts you for final retirement counseling



- 2 - 4 weeks prior to retirement:
  - Retirement package processing is completed
  - Retirement package is mailed to payroll

- Good stateside address & contact phone

ABC RETIREMENT PROCEDURES & PROCESS

- 2-4 weeks after retirement:
  - Final paycheck is received
  - Lump sum annual leave is paid
  - Lump sum VSIP is paid
  - Bi-weekly VSIP payments begin

- 8-10 weeks after retirement:
  - Receive 1st INTERIM payment
  - Receive letter from OPM with CSA number

Office of Personnel Management
Retirement Operations Center
P.O. Box 45
Boyers, PA 16017

www.opm.gov
email: retire@opm.gov
Tel: 1-888-767-6738

Social Security Administration
www.ssa.gov
www.medicare.gov
Tel: 1-800-772-1213

IRS Publication 721
www.irs.gov
Tel: 1-800-Tax-Form

FOR ADDITIONAL RETIREMENT INFORMATION

CONTACT THE ABC-C

- Toll Free 1-877-276-9287
- Counselors available from 6 a.m. - 6 p.m. (CST)
- Website: https://www.abc.army.mil
- Mailing address: 301 Marshall Avenue
  Ft Riley, KS 66442

ANY QUESTIONS?